Roundtable III: Empowering and Encouraging Women Academics: What works and what does not?

Fostering Sustainability through Strategic Partnerships

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5th EWORA Conference “Pivoting on Gender Equality through the Lens of Leadership: Policies, Strategies and Actions”
Solvay Library, Brussels
30 May 2017
Towards a gender – sensitive scientific culture

Equal Opportunities in Science and Research

Gender Dimension
- Research Content: human beings as research objects and/or users of and/or affected by results
- Research Method: sex and gender analysis

Gender Equality
- Individual measures: mentoring, trainings
- Structural change in research institutions: increased transparency, flexible working hours, quota

Realms of Action
- Research Institutions
- Research Funding Organisations
- Scientific Publishers
- Research Policy
- Society

Main Actors
- Researchers
- Heads of Research Institutions
- Equal Opportunities Officers
- Research Managers
- Research Funders
- Journal Editors
- Policy Makers
- Citizens
Towards a gender-sensitive scientific culture II

**Gender Equality**
- Fostering equal participation in knowledge creation and in the research system

**Gender Dimension**
- Employing methods of sex and gender analysis to erase blind spots and create new and encompassing knowledge

**Scientific Excellence**
- Meeting the expectations of the scientific community
- Addressing societal challenges and industrial leadership (Science for Society)

**Innovation**
- Technology Transfer
- Transfer of scientific knowledge to the organisation of social processes and societal systems

**Citizen Science**
- Engaging society more broadly in research and innovation activities (Science with Society)
- Increasing access to scientific results (Open Science)

**Third Mission**
- Citizen Science
- Innovation
- Gender Equality
- Scientific Excellence
AIM

1. Initiate a strategic dialogue among relevant national and European key players, such as associations, (research) institutions and organisations that work within and outside the university context on the integration of the gender dimension in science and research.

2. Foster the exchange between knowledge and political action and strengthen and expand existing approaches in both areas.

3. Develop a roadmap for the institutionalisation of a regular dialogue.

- Continue the strategic discussion with all levels and use numerous possible occasions for the presentation of further results of the Ready for Dialogue Initiative.

organized by the Essen College of Gender Research in close cooperation with the European Platform of Women Scientists EPWS as European partner organisation funded by the Federal Ministry of Education and Research from 1 April 2015 to 31 March 2016 under grant number 01FP1456.
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